



## HANDOUT H

### WIA ADULT AND DISLOCATED WORKER PERFORMANCE MEASURES

Adults	Definition	Timing Requirements for Attainment	Exclusions
<b>Entered Employment Rate</b>	Percentage of customers employed soon after exit.	During 1st quarter after exit.	Customers who are employed at the time of registration.
<b>Employment Retention Rate</b>	Percentage of customers employed several months after exit.	During 3 <sup>rd</sup> quarter after exit.	Customers not employed in 1 <sup>st</sup> quarter after exit.
<b>Earnings Change</b>	Increase in customer earnings from pre-program to post-exit.	Compares 2 <sup>nd</sup> and 3 <sup>rd</sup> quarters before program registration with 2 <sup>nd</sup> and 3 <sup>rd</sup> quarters after exit.	1) Customers not employed in 1 <sup>st</sup> quarter after exit. 2) Customers whose employment in 1 <sup>st</sup> quarter or 3 <sup>rd</sup> quarter was verified through supplemental data
<b>Credential Attainment</b>	Customers who: 1) Were employed AND; 2) Received a credential. * * Not employed during the appropriate tim period means this measure is not attained.	1) Customer must be employed during 1 <sup>st</sup> quarter after exit; 2) Credential must be attained by the end of the 3 <sup>rd</sup> quarter after exit.	Customers who do not receive WIA training services.

**\*\*Note:** Only registered customers are counted in performance measures; any customers institutionalized/incarcerated at exit, customers exited for health/medical reasons or deceased, and customers called up for active duty who do not return to WIA are excluded from all performance measures.



Dislocated Workers	Definition	Timing Requirements for Attainment	Exclusions
<b>Entered Employment Rate</b>	The percentage of customers employed soon after exit.	During 1 <sup>st</sup> quarter (1-6 mos) after exit.	**Customers employed at registration are NOT excluded.
<b>Employment Retention Rate</b>	The percentage of Dislocated Worker customers employed several months after exit.	During 3 <sup>rd</sup> quarter (6-12 mos) after exit.	Customers not employed in 1 <sup>st</sup> quarter after exit.
<b>Earnings Replacement Rate</b>	Ratio of customer's post-exit and pre-program earnings.	Compares 2 <sup>nd</sup> and 3 <sup>rd</sup> quarters before dislocation with 2 <sup>nd</sup> and 3 <sup>rd</sup> quarters after exit.	1) Customers not employed in 1 <sup>st</sup> quarter after exit. 2) Customers whose employment in 1 <sup>st</sup> or 3 <sup>rd</sup> quarters was verified through supplemental data.
<b>Credential Attainment</b>	Customers who 1) Were employed AND; 2) Received a credential. ** Not employed means this measure is not attained.	1) Customer must be employed during 1 <sup>st</sup> quarter after exit; 2) Credential must be attained by the end of the 3 <sup>rd</sup> quarter after exit.	Customers who do not receive WIA training services.

\*\*Note: Only registered customers are counted in performance measures; any customers institutionalized/incarcerated at exit, customers exited for health/medical reasons or deceased, and customers called up for active duty who do not return to WIA are excluded from all performance measures.